

West Virginia Education and State Employees Grievance Board

Mission

The Grievance Board's mission is to equitably, consistently, and quickly resolve employment problems between employees and county boards of education, higher education institutions, and state agencies so that good morale may be maintained, effective job performance may be enhanced, and the citizens of West Virginia may be better served.

Operations

- Schedules and conducts level four hearings and prehearing conferences in grievances filed by public employees.
- Issues binding, written decisions with findings of fact and conclusions of law, subject to limited judicial review in the circuit courts.
- Provides mediation services to actively assist employers and employees in identifying, clarifying, and resolving issues at any time prior to a level four hearing.
- Administers levels two, three, and four of both grievance procedure laws - one that covers county boards of education employees and one that covers higher education and state employees.
- Prepares transcripts and certifies records to circuit courts when decisions are appealed.

Goals/Objectives

- Process grievances in a fair, objective manner, according respect and courtesy to all parties.
- Assist the parties in settling grievances through prehearing conferences and mediation.
- Issue decisions within 30 working days after the cases are ready for decision, as required by law.
- Issue readable decisions based upon a consistent application and interpretation of law and policy.
- Promptly publish decisions and case summaries on the Internet for all interested persons.

Performance Measures

<u>Fiscal Year</u>	<u>Actual</u> <u>2003</u>	<u>Actual</u> <u>2004</u>	<u>Estimated</u> <u>2005</u>	<u>Actual</u> <u>2005</u>	<u>Estimated</u> <u>2006</u>	<u>Estimated</u> <u>2007</u>
Decisions mailed within 30 working days* (statutory compliance)	88%	89%	80%	72%	65%	65%
Decisions mailed within 60 working days*	99%	97%	95%	97%	85%	85%
Mediation sessions held resulting in resolved grievances	55%	60%	60%	72%	60%	60%

* In the past five years, the number of administrative law judges has decreased from ten to five.

Recommended Improvements

- ✓ Additional \$10,000 for routine operational costs.

Expenditures

	TOTAL FTE POSITIONS 11/30/2005	ACTUALS FY 2005	BUDGETED FY 2006	REQUESTED FY 2007	GOVERNOR'S RECOMMENDATION
EXPENDITURE BY PROGRAM					
Grievance Board	10.05	\$849,036	\$900,504	\$895,074	
Less: Reappropriated		0	0	0	
TOTAL BY PROGRAM	10.05	849,036	900,504	895,074	913,219
EXPENDITURE BY FUND					
General Fund					
FTE Positions	10.05		10.05	10.05	10.05
Total Personal Services		533,384	576,720	571,290	579,435
Employee Benefits		154,564	174,968	173,167	173,167
Other Expenses		161,088	148,816	150,617	160,617
Less: Reappropriated		0	0	0	0
Subtotal: General Fund		849,036	900,504	895,074	913,219
Federal Fund					
FTE Positions		0.00	0.00	0.00	0.00
Total Personal Services		0	0	0	0
Employee Benefits		0	0	0	0
Other Expenses		0	0	0	0
Subtotal: Federal Fund		0	0	0	0
Appropriated Special Fund					
FTE Positions		0.00	0.00	0.00	0.00
Total Personal Services		0	0	0	0
Employee Benefits		0	0	0	0
Other Expenses		0	0	0	0
Less: Reappropriated		0	0	0	0
Subtotal: Appropriated Special Fund		0	0	0	0
Nonappropriated Special Fund					
FTE Positions		0.00	0.00	0.00	0.00
Total Personal Services		0	0	0	0
Employee Benefits		0	0	0	0
Other Expenses		0	0	0	0
Subtotal: Nonappropriated Special Fund		0	0	0	0
TOTAL FTE POSITIONS BY FUND	10.05		10.05	10.05	10.05
TOTAL EXPENDITURES BY FUND		\$849,036	\$900,504	\$895,074	\$913,219